

## **ABSTRACT**

*Turnover is a painful issue in the organizations, in the world of tough competition the organizations try to minimize their turnover ratio and save their cost, turnover cost consists of hiring, recruiting and selecting the employees. The purpose of this study was to explore relations between job stress, self-efficacy, organizational commitment and turnover intention. Participant in the study were 55 nurses from the Patria IKKT Hospital. Data was collected by means of an survey questionnaire. Structural equation models were tested which specified job stress, self-efficacy, and organizational commitment as an exogenous variable and turnover intention as endogenous variables. The data was analyzed by means of Structural Equation Modeling (SEM) with partial least square (PLS 3.00) methods.*

*The results revealed that job stress was positively related to nurse's turnover intention. Self-efficacy was positively related to nurse's turnover intention, and organizational commitment were negatively related to nurse's turnover intention.*

*Keywords : Job Stress, Self Efficacy, Organizational Commitment, Nurses Turnover Intention*



## ABSTRAK

*Turnover Intention* adalah masalah yang menyakitkan dalam organisasi, dalam dunia persaingan organisasi mencoba untuk meminimalkan rasio *turnover* dan menghemat biaya mereka, biaya *turnover intention* dari mempekerjakan, merekrut dan memilih karyawan. Tujuan dari penelitian ini adalah untuk mengeksplorasi hubungan antara stres kerja, *self-efficacy*, komitmen organisasi dan *turnover intention*. Responden dalam penelitian ini adalah 55 perawat dari Rumah Sakit Patria IKKT. Data dikumpulkan melalui sebuah kuesioner survei. Model persamaan struktural yang diuji yaitu stres kerja, *self-efficacy*, dan komitmen organisasi sebagai variabel eksogen dan *turnover intention* sebagai variabel endogen. Data dianalisis dengan menggunakan *Structural Equation Modeling (SEM)* dengan metode *partial least square (PLS 3.00)*.

Hasil penelitian menunjukkan bahwa stres kerja berhubungan positif dengan *turnover intention* perawat. *Self-efficacy* berhubungan positif dengan *turnover intention* perawat, dan komitmen organisasi berhubungan negatif dengan *turnover intention* perawat.

Kata Kunci : Stres Kerja, Efikasi Diri, Komitmen Organisasi, *Turnover Intention* Perawat



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